

Press ReleaseNational Labor Relations Board Office of the General Counsel

July 22, 2010

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NJ manufacturer must rehire 50 locked-out employees

At the request of attorneys for the National Labor Relations Board, a federal judge has ordered a manufacturer of pool chemicals in New Jersey to rehire 50 workers who were locked out of their jobs while bargaining for a contract.

U.S. District Judge Katharine Hayden in Newark issued the temporary injunction Wednesday against Alden Leeds, Inc. pending final resolution of the case by the National Labor Relations Board. The NLRB was represented in court by field attorney Jeffrey Gardner.

The employer had been bargaining for a successor agreement with the employees, represented by United Food & Commercial Workers Union, Local 1245, when it abruptly locked out the entire workforce last fall.

After an investigation, NLRB Regional Director J. Michael Lightner issued a complaint (22-CA-29188) alleging that the lockout was illegal because Alden Leeds earlier had refused to provide necessary financial information or a clear bargaining proposal to the union.

The employer, which continued to operate its South Kearny, NJ, facility with a temporary workforce, was ordered to rehire all 50 locked-out workers and dismiss their replacements if necessary, and to refrain from "otherwise discriminating against employees because of their support for the union."

The National Labor Relations Board is an independent federal agency vested with the power to safeguard employees' rights to organize and to determine whether to have unions as their bargaining representative. The agency also acts to prevent and remedy unfair labor practices committed by private sector employers and unions.